

SUBJECT: Study on Criteria for Promotability List

b. Professional Experience

	<u>GS</u> <u>Equivalent</u>	<u>Points</u> <u>per Year</u>	<u>Max. No.</u> <u>of Years</u>	<u>Max.</u> <u>Points</u>
Jr. Engineer or Scientist	7 -	1	2	2
	9	1	2	2
Jr. Engineer or Scientist	11	1	3	3
Engineer	12	2	3	6
Experience Senior Engineer	13	2	3	6
Years in Grade		2	3	<u>6</u>
			Total	25

c. Performance Rating (Division Chief)

W	-	0	Points
A	-	10	"
P	-	15	"
S	-	20	"
O	-	25	"

d. General Impression on Panel Members

In the competitive evaluation, the first three elements, education and training, professional experience, and supervisor's rating, would all be taken from the individual's personnel folder. The fourth category - general impression on Panel members - would be derived at the scheduled Panel meeting for the appropriate grade.

5. Promotability List

At the April, August, and December Panel meetings, the Promotability List for all ORD personnel would be reviewed; it is still recommended that a Division Chief make a promotion recommendation whenever he deems it appropriate. Recommendation and consideration

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should be a two-month process. The D/ORD's recommendation is strongly endorsed that there be no minimum time in grade criteria for a promotion. - the qualified is thus not held back and the unqualified is no encouraged to raise the point periodically.

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Chairman